IOWA SCHOOL COUNSELING CURRENT LANDSCAPE

October 8, 2009

1997-2007: TAKEN OUT OF CODE

- **×** Counselor numbers
 - + Drop 46% (from 2120 to 1150)
- Preparation programs
 - + Drop 67% (from 12 to 4)
- * DE and AEA support
 - + Reduced
- * Monitoring of school counseling programs
 - + Discontinued

2007-2008: STATE TASK FORCE

Convened by DE

- + School counselors reinstated in code.
- + Administrative rules adopted.
- + School counseling framework developed.
- + School counselor contact identified by all AEAs.
- + Summer state academy, 4 AEA academies held.
 - Training of trainers
 - ×ISCA/DE/UNI support
 - ×60 trainers, 5-9 from each AEA

2008-2009: AEAs offer ACADEMIES

- * All AEAs held 4-12 days of PSC academies.
 - + DE support available for training
 - + Four AEA consultants assisted:

× Jill Helm NW AEA

× Linda Linn AEA 8

×Sue Schirmer AEA 11

×Cindy Swanson AEA 9

- + Day 4 academy evaluation
- Statewide school counselor survey

2008-09: FINDINGS FROM DAY 4 SURVEYS

The analysis of the information gathered from all statewide responses of the 4th day of the four-day Academies definitely showed the need for more training regarding:

Data

and

Leadership

Data

- How to use
- How to collect
- How to make simple

Leadership

- Is called upon often
- Makes decisions
- Supports

2009: FINDINGS FROM IPSC SURVEY

- × 673 respondents
- * School counselors are:
 - +Advocates, partners, and collaborators
 - +Using data
 - +Limited by the restricted opportunities for PD
 - + Burdened by paperwork and big case loads
 - + Recognized and appreciated

2009-2010: LEADERSHIP SUMMIT

- * 1st Annual School Counseling Leadership Summit
- Sponsored by DE
- **×** Participants:
 - + K-12 PSC
 - + AEAs
 - + LEAs
 - + Higher Ed
 - + ISCA
 - +DE

2009-2010: SUMMIT GOALS

- Identify, for school counseling in lowa:
 - + Current reality
 - + Desired state
- Make explicit
 - + Educational landscape in Iowa
 - + Context in which school counselors are working
- **×** Develop an action plan for better school counseling programs:
 - + Using Iowa School Counseling Framework model, and
 - + Using Iowa's Administrative Rules
- * Build, in the participants:
 - + Leadership skills
 - + Greater sense of cohesiveness
- **×** Encompass, from the Iowa Core Curriculum:
 - + Appropriate, essential concepts and skills

2009-2010: SUMMIT WORK GROUPS

- Professional Development linked to the ICC
- * Role Definition: "Counselor Quality"
- Shortages/Retention/Recruitment
- * Public Relations, Marketing, and Advocacy
- **×** Guidance & Counseling Integration
- **×** System Coherence
- **×** Resource Procurement and Sustainability

2009-2010 Professional Development

* Hope

+ Equitable and accessible professional development support for all PSC

× Activities

- + AEA academies (levels 1, 2, 3)
- + Professional development and networking
- + Seven (7) statewide ICNs
- +Three (3) webinars
- + ISCA state conference (2010 virtual conference)

K-12 CP's Relationships with the ICC

- Curriculum links with Essential Skills and Concepts
- × 8th-grade plan and ihaveaplaniowa
- * Rigor, relevance, and relationship
- Positive and safe learning environments
- Sustained partnerships
- Employability skills

EMPLOYABILITY SKILLS: PRIMARY

- * Practice leadership skills
- * Demonstrate, in all activities:
 - ⁺Integrity
 - +Ethical behavior
 - +Social responsibility
- * Demonstrate, by producing quality work:
 - + Productivity
 - +Accountability

EMPLOYABILITY SKILLS: HIGH SCHOOL

* Demonstrate:

- *Leadership skills
- * Integrity
- * Ethical behavior
- *Social responsibility
- + While collaborating to achieve common goals

Demonstrate

- * Initiative
- *Self-direction
- + Through high achievement and lifelong learning
- * While exploring the ways individual talents and skills can be used for productive outcomes in personal and professional life

2009: CHARACTERISTICS OF PSC

Average Age	45 years
Percent Female	73%
Percent Minority	3%
Average Total Experience	17 years
Average District Experience	11 years
Number of Guidance Counselors	1,273

2009: AGE AND SHORTAGE IMPLICATIONS

Under 25	27
25-30	120
31-35	153
36-40	163
41-45	153
46-50	161
51-55	203
56-60	224
61-65	58
Over 65	11

2009: SHORTAGES ABOUND

Projected to graduate

+K-12 counselors: 55-60

× Eligible to retire

+K-6 counselors: 15

+7-12 counselors: 48

Currently employed

+K-9 counselor: 279

+5-12: 349

+K-12: 646



2009: SALARY BY ENROLLMENT

<300	\$ 42,763
300-599	\$ 48,413
600-999	\$ 50,881
1,000-2,499	\$ 54,372
2,500-7,499	\$ 56,781
7,500+	\$ 58,965
State	\$ 54,678

CONVERSATION AND DIRECTION